

April 1, 2023

## Policy Statement

Environmental stewardship is a cornerstone of BGIS's global operating philosophy. This is guided by our integrated management system, based on the ISO 14001 standard and best practices, which is encompassed by the leading services we provide. Through our commitments, BGIS enables innovation corporately and across our clients' real estate portfolios by developing and implementing industry leading real estate and facility management solutions.

## Our Commitment

**Commitment to the Planet** – BGIS focuses on the protection of the environment through sustainable resource use, energy and emission reduction, pollution prevention, protection of biodiversity and ecosystems, and climate change mitigation. This is supported and driven by our environmental management system.

**Commitment to Compliance** – BGIS is committed to complying with all applicable environmental legislation as well as other environmental requirements to which we and/or our clients subscribe have committed to adhering to.

**Commitment to Excellence** – BGIS sets objectives and targets striving for continuous improvement through process benchmarking, applying a life cycle perspective, and following a proven risk management approach. We monitor our progress and performance and communicate this regularly on our internal team site and annually in our Corporate Sustainability Report. We have a passion for innovation, which empowers our team members to try new approaches when solving challenging environmental problems.


**Commitment to our People** – BGIS is committed to engaging and empowering our team members by implementing initiatives to optimize the health, wellness, and overall well-being which enables our team members to operate in the most sustainable manner possible, and to be leaders in environmental sustainability.

## Accountabilities

All Team Members within BGIS will uphold this Environmental Policy. Team Leaders are accountable for the effective implementation of the Environmental Management System within their respective areas and ensuring that the quality objectives are clear to all those within their area. The communication of this policy is paramount to its understanding and effectiveness. This policy is communicated to everyone working for, and on behalf of, BGIS. The Policy will be made available to all interested parties at [www.bgis.com](http://www.bgis.com).



**Gord Hicks**  
Global Chief Executive  
Officer



**Peter Papagiannis**  
Global Chief Operating  
Officer



**Mike Greidanus**  
President, Canada & COO, NA

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**Brian Fellows**  
Chief Operating Officer, USA



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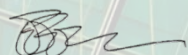
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**Gary Bullen**  
President, UK & Europe



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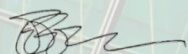
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**Dana Nelson**  
President & MD, APAC